

atlantic BUSINESS

2026 Top 50 CEO Nominee Information Form

*The following is provided for your information only and to help you prepare/edit responses before you enter them online. Completed forms MUST be submitted online by 11:59 pm AT on **January 23, 2026**:*

<https://atlanticbusinessmagazine.ca/award-programs/top50ceo-nominee-information/>

Some advice as you complete this form:

- The judges are all Top 50 CEO Hall of Fame inductees who are volunteering their time to select the winners. Please respect their time by completing the form yourself – they are looking for authentic responses specific to you.
- If you are working with your communications team to complete this form, they should get the raw data directly from you rather than drafting generic corporate responses. The judges will be looking for specific situations from your past, personal experience as examples in your responses.
- We strongly advise you to NOT use AI to answer the questions – doing so risks minimizing the authenticity of your learned experience and achievements.
- No single question should have an answer longer than 500 words. Responses should be concise and specific.

Eligible nominees:

- Must live in Atlantic Canada and lead a company or organization whose head office is in Atlantic Canada, or lead a provincial/regional head office that has significant decision-making and organizational autonomy.
- The maximum number of award wins is five; after five Top 50 wins, the recipient is inducted into the Top 50 CEO Hall of Fame. If an individual is joined by a co-CEO during that period (after one or more wins), both individuals will be inducted into the Hall of Fame when the first recipient reaches five wins.
- If a candidate is part of a company/organization whose CEO is a member of the Hall of Fame, you are not eligible for Top 50 CEO status until the Hall of Fame leader has retired or moved on from the company/organization.

Winners will be privately notified by the middle of March 2026 and announced publicly during the Top 50 CEO awards gala and in the May issue of Atlantic Business Magazine.

2026 Top 50 CEO Nominee Information Form

First Name

Last Name

Title (e.g. CEO, President, Regional Director, etc...)

Are you a past Top 50 CEO award winner?

Yes

No

If you are a previous Top 50 CEO award winner, list the years for which you have won awards:

We support diversity and inclusion. Do you identify as any of the following? Click all that apply:

- Black
- Indigenous
- Person of Colour
- Immigrant
- Person with a disability
- 2SLGBTQIA+
- Under 30 years of age
- Over 60 years of age
- Prefer not to say

Name of company/organization you lead

How long have you been with this company/organization?

Is your company/organization:

- A for-profit entity with 250+ employees
- A for-profit entity 51-250 employees
- A for-profit entity with 1-50 employees
- A non-profit/not-for-profit organization or industry association (includes non-profit/not-for-profit organizations with a for-profit subsidiary)
- A Crown corporation or post-secondary institution

Description of your company/organization in **FIVE words or less**; please be literal in your response. If it's Software as a Service, or an Energy Utility, or that's what you should say. Don't say you facilitate mechanical interactions.

Atlantic Canada head office mailing address

Street Address

Address Line 2

City
Province
Canada
Postal Code

Atlantic Canada head office street address, if different from mailing address

Street Address
Address Line 2
City
Province
Canada
Postal Code

Corporate and/or personal Facebook accounts

Corporate and/or personal LinkedIn accounts

Corporate and/or personal Instagram accounts

Telephone number

Nominee e-mail address

Name of executive assistant

Executive assistant email

Name of your marketing/communications director

Marketing/communications director email

If you are a Top 50 CEO award winner, do we have your permission to share your contact information with the other award winners/event sponsors?

Yes
No

In **50 words or less**, what are the main highlights of what you have accomplished in your current position? Here are some examples to show you what we are looking for:

1. Jane Smith has been CEO of XYZ Corporation since 2001. She has guided this general contracting firm to achieve 25 per cent sales growth, increased profitability by 50 per cent and launched industry-leading carbon capture building processes. Jane says none of it would be possible without her exceptional team.
2. Joe Smith... as the founding president of nonprofit advisory organization Here4U, Joe is helping charitable organizations across North America become more

effective at change management. In just five years, his proprietary assessment tools have transformed more than a thousand nonprofit organizations, earning them bigger donations and more volunteers.

Executive Summary:

In 500 words or less, tell us who you are and how you arrived at this point in your career. Do include any obstacles overcome.

Leadership Assessment:

The judges want to know about your leadership philosophy, approach to team building and response to managerial challenges. Use specific examples. Your response here, combined with your two referral letters, comprise 45% of your overall score.

Industry Innovator:

Show the judges you're an expert in your field (i.e. the person who sets – and raises - the bar). Use specific examples to illustrate how you're a trendsetter. (20% of overall score)

Awards/Recognition:

List any provincial, regional and/or national/international recognitions you have received for your work. (10% of overall score)

Community Involvement:

Atlantic Business Magazine's Top 50 CEO awards recognize individuals who are not just exceptional businesspeople, but people who are also true community and civic leaders. How are you giving back to your community – include current volunteer efforts and charitable donations (10% of overall score)

Corporate Growth (answers to the following are worth 15% of your overall score)

2025 corporate revenue:

- Under \$5 million
- \$5 million to \$10 million
- \$10 million to \$20 million
- \$20 million to \$50 million
- \$50 million to \$100 million
- \$100 million to \$500 million
- \$500 million to \$1 billion
- Over \$1 billion

How does your 2025 revenue compare to 2023? Express as a percentage (e.g. +10%, -3%)

How many employees did you have in **2025** (list full-time and part-time as separate numbers)?

How does your 2025 staffing level compare to 2023? Express as a percentage (e.g. +10%, -3%)

Your responses to questions in this next section are for statistical purposes only and will NOT be shared with the judges. Individual responses will NOT be published, only the collective results.

How much did your company/organization donate to charitable/community causes in 2025? Include cash and inkind donations, expressed as a total dollar amount:

How did your 2025 corporate charitable contributions compare to 2024?

- Increase
- Decrease
- No change

If there was a change in your charitable contributions, why did they increase or decrease?

Does your organization have measurable Diversity, Equity, Inclusion goals?

- Yes
- No

If yes, which of the following measurable goals do you have in place (click all that apply)

- Board BIPOC diversity
- Board gender diversity
- Board inclusivity of persons with disabilities
- Management BIPOC diversity
- Management gender diversity
- Management inclusivity of persons with disabilities
- Respectful workplace policies and training
- Staff BIPOC diversity
- Staff gender diversity
- Staff inclusivity of persons with disabilities
- Wage equity
- Workplace celebrations of diverse cultures
- Other (please specify)

What tools are you using to measure your progress on these goals?

Looking at global issues, what (if any) affect your company/organization? Click all that apply

- Armed conflict
- Artificial Intelligence
- Energy transition
- Food supply

Foreign ownership
Global warming
Green processes/materials
Immigration
Inflation
Supply chain
Talent recruitment/retention
Trade tariffs
Transportation & logistics
Other (please specify)

Are you currently using A.I. in your operations?

Yes
No

If you are not already integrating A.I. into your operations, do you plan to do so?

Yes
No

If you are currently using, or want/plan to use A.I., what operational advantage do you believe it will offer? Check all that apply

Achieve operational efficiencies
Develop or enhance your products/services
Reduce costs
Solve labour shortage
Other (please specify)

Are you concerned about the spread of misinformation due to A.I. error?

Yes
No

Are you planning to expand operations in the coming year, either by launching new offices/divisions/products or through acquisition?

Yes
No

Are you planning to hire more staff in the coming year?

Yes
No

Does your company have foreign workers/immigrants in its workforce?

Yes
No

Would you be able to fill job vacancies without foreign workers/immigrants?

Yes

No

Looking at your HR requirements in the coming year(s), what skillset does your company need most?

Accounting

Administration

Customer service

Maintenance

Management/supervisors

Marketing/communications

R&D

Sales

Technology

Other (please specify)

Is your workplace:

100% In-person (staff work at a corporate location)

100% Remote (e.g. work from home)

Hybrid of both

Is your current in-person/remote/hybrid workplace how you operated before Covid?

Yes

No

When it comes to HR, which of the following are your top 3 most effective strategies for staff recruitment/retention?

Community involvement (i.e. donations/volunteer work)

Flexible work options

Employee engagement

Health benefits plan

Opportunities for career advancement

Opportunities for professional development

Paid time off (e.g. vacation, personal days, etc)

Remuneration (e.g. salary, profit-sharing, performance bonus, etc)

Social activities

Workplace culture

Other (please specify)

Does your organization offer all staff annual cost-of-living salary increases?

Yes

No

Other (please specify)

In your organization, what criteria influence salary increases? Click all that apply

- Corporate finances
- Board approval
- Cost of living
- Individual performance
- Years of service

Does your organization conduct performance reviews? Click all that apply

- Monthly
- Quarterly
- Yearly
- Other – please specify

What is the most stressful part of your job? Click and drag to put them in priority from first to last

- Excessive workload
- Managing workplace personalities
- Paying bills/meeting payroll
- Revenue generation
- Rising costs
- Shareholder expectations
- Talent recruitment and retention
- Other (please specify) _____

Is your company/organization a member of a Board of Trade/Chamber of Commerce?

- Yes
- No

If yes, which Board(s) of Trade/Chamber(s) of Commerce are you members of?

How many weeks of vacation are you entitled to annually?

- 1
- 2
- 3
- 4
- 5
- 6+

How many weeks of vacation do you typically use per year?

How old will you be in May (when we announce the award winners)?

Are you married?

- Yes
- No

How many children do you have?

What is your highest level of education?

- High School
- Some post-secondary
- College diploma/certification
- Undergraduate degree
- Master degree
- Doctorate

List any post-secondary institutions you have attended

The most effective professional development activity for a CEO is...

List any professional associations of which you are currently a member

What single piece of technology is most important to the way you do business? Why is it so important?

What was your salary last year, including bonuses and stock options? Select the correct response

- Less than \$100,00
- \$100,001 to \$300,00
- \$300,001 to \$500,00
- \$500,001 to \$750,000
- \$750,001 to \$1,000,000
- More than \$1,000,000

How do you relieve work-related stress? Select all that apply.

- Go to gym
- Yoga
- Exercise at home
- Meditation
- Walk/hike
- Read
- Screentime (e.g. TV, movie)
- Disconnect from electronic devices
- Time with family
- Other

How many hours a day do you work on average?

How do you create a healthy balance between work and your life?

Main markets where your company/organization sells goods/services:

- Atlantic Canada
- Canada (outside Atlantic Canada)
- United States
- South America
- Africa
- Asia
- Australia
- Europe
- Middle East

Letters of support are intended to provide third-party verification that you exemplify the primary characteristics of a Top 50 CEO (i.e. that you are growing your company, advancing your industry, and giving back to your community). Ideally, letters should come from people who can speak to your achievements from different perspectives. That could be one letter from a Board member or colleague, talking to your corporate vision and growth, with the second letter from someone in the community who can attest to your corporate generosity. Recommended length of one page per letter.

Upload 1st Letter of Support

Upload 2nd Letter of Support